



NursingNotes

SALISBURY UNIVERSITY

SPRING 2026

GREETINGS FROM THE DIRECTOR

**Debra Webster, Ed.D., M.S., RN,
PMH-BC, CNE**

Welcome to the latest edition of our School of Nursing newsletter. We are proud to share updates that reflect the dedication, compassion, and excellence of our students, faculty, and staff. As we continue preparing the next generation of nurses, we remain committed to advancing knowledge, fostering innovation, and serving our communities with care.



Dr. Debra Webster

Preparing Practice-Ready Nursing Graduates

We take pride in equipping our graduates with more than clinical knowledge. We prepare them for real-world practice. Through a combination of classroom learning, immersive clinical placements, simulation experiences, and interprofessional collaboration, our students graduate ready to transition seamlessly into the workforce and make an immediate impact. A key strategy in this effort is our emphasis on interprofessional education (IPE). By integrating simulation and collaborative classroom and clinical experiences, students can develop the skills necessary to work effectively within diverse healthcare teams.

Salisbury University continues to expand interprofessional education opportunities within the College of Health and Human Services (CHHS). Our goal is to prepare students to meet the demands of modern healthcare through strengthened interdisciplinary communication and teamwork. The annual Buzy Family Interprofessional Education Conference is one example of this commitment. Held each October, the conference brings together more than 250 students and faculty from across CHHS, along with participants from the University of Maryland School of Pharmacy and Health Professions, to engage in meaningful collaborative learning experiences that deepen their understanding of teamwork in healthcare settings.

The CHHS executive team visited Smith Island this past September to explore new clinical opportunities for our undergraduate nursing students. Coordinated by Dr. Kathy Fiddler, vice president of population health at TidalHealth and a Salisbury University alumna, the visit highlighted the unique healthcare perspective of Smith Island residents. Shaped by geographic isolation, strong community ties, and a culture of self-reliance, healthcare on Smith Island emphasizes prevention, early recognition of symptoms, and practical health knowledge. Residents often manage minor health concerns independently, drawing on generational experience and informal support networks, creating a shared sense of responsibility for community well-being. At the same time, the island's remoteness presents challenges, including limited access to emergency and specialized care, as well as barriers to routine screenings. As a result, residents demonstrate resilience and adaptability, along with a strong trust in healthcare professionals who serve them through visiting services, telehealth, and regional partnerships. For our students and faculty, engagement with this community underscores the

importance of culturally responsive care, creative problem-solving, and relationship-building to improve health outcomes in rural and remote settings. We look forward to continuing this partnership and offering clinical experiences on Smith Island in the near future.

The School of Nursing remains dedicated to creating meaningful educational experiences and continues to seek innovative clinical opportunities that enrich student learning. We are also expanding our academic programs. Growth in the traditional and accelerated second-degree undergraduate programs will allow us to prepare even more B.S.N. graduates for entry into the workforce. We also encourage our alumni to explore our fully online graduate programs, including the M.S.N. Health Care Leader, M.S.N. Nurse Educator, and M.S.N. Family Nurse Practitioner tracks, as well as our B.S.N.-to-D.N.P. and Post-M.S.N. D.N.P. options. For more information, please contact our Graduate Program director, Dr. Annette Barnes (ahbarnes@salisbury.edu). Scholarships for those interested in nursing education are also available through our Cohen grant, supported by Maryland Higher Education funding. For details, contact Dr. Jennifer Hart (jahart@salisbury.edu).

Faculty Update

As healthcare continues to evolve, so does our faculty. This past year, we bid a fond farewell to Dr. Lisa Seldomridge and Dr. Kimberly Allen on their retirement from the School of Nursing. We are grateful for their many contributions and lasting impact on our program.

We are pleased to welcome several new faculty members this year, including Dr. Christian Boso, Dr. Teresa Niblett ('00), Heather Patterson, Erin West, Josee Weidel ('16, '24), Clinton Willis, and Abigail Payne. Additionally, Dr. Kathryn Lucas has transitioned into a tenure-track position. We are excited about the expertise and energy these individuals bring to our program. If you are interested in adjunct or part-time clinical teaching opportunities, or full-time faculty positions, we encourage you to connect with us and/or visit the Salisbury University Human Resources careers page. We are proud of our collaborative and supportive faculty community and welcome the opportunity to engage our alumni in joining our team to shape the future of nursing education.

Several faculty members recently were honored by the Maryland Higher Education Commission with the Peg E. Daw Nursing Faculty Annual Recognition Award. Congratulations to Drs. Jennifer Hart, Jeffrey Willey, Angela Messick, Amanda Willey, Tina Reid, and Debra Webster for their outstanding contributions to nursing education.

In closing, I extend my sincere gratitude to our students, faculty, staff, alumni, and community partners for their continued support and commitment to the School of Nursing. Together, we are shaping the future of healthcare by preparing compassionate, skilled professionals who are ready to meet the evolving needs of the communities we serve. I look forward to the many opportunities ahead and to continuing the important work of educating the next generation to enter the nursing profession with excellence and purpose.

GREETINGS FROM THE UNDERGRADUATE PROGRAM DIRECTOR

Amanda J. Willey Ed.D., M.S.N., RN, CCHP, CM/DN



Amanda J. Willey Ed.D.,
M.S.N., RN, CCHP, CM/DN

Before sharing program updates, I take a moment to thank Dr. Kimberly Allen not only for her unwavering guidance of the undergraduate program for the past several years, but also for her continued support in my own personal journey as a faculty member within the School of Nursing. Her guidance, passion, support, and dedication to the profession of nursing and to nursing education has left a lasting impression on the School of Nursing.

As I reflect on my first year as the Undergraduate Program director for the School of Nursing, I am excited to share the continued growth and program initiatives that continue to showcase our commitment to student success. As a proud alumna of the program, it is truly an honor to take on this role and continue working with our amazing students, faculty, and staff. I am looking forward to building on our established foundation while supporting continued growth and innovation within our program.

In our continued effort to support nursing students in fulfilling General Education requirements through core nursing coursework, we are excited to share that several nursing courses have now been approved to meet General Education requirements. Core nursing courses – required for all students – now satisfy two of the three General Education Signature Outcomes: Civic and Community Engagement, Diversity and Inclusion. Additionally, the Experiential Learning requirement is fulfilled through final semester core courses. Beyond the core curriculum, an interprofessional nursing elective designated honors course on aging also has been approved to meet the Diversity and Inclusion Signature

Outcome. This accomplishment reflects the strong commitment of nursing faculty to supporting student success and aligning curriculum with student needs.

Student success remains a top priority. Through continued review of admission, progression and retention data, we are working to strengthen and expand support initiatives. We strive to foster a learning environment in which students develop both nursing knowledge and real-world skills necessary for a successful career. In addition to ongoing tutoring opportunities for junior-level courses, we are advancing the integration of competency-based education components to further support student learning. Through intentional formative and summative assessment strategies, faculty are able to provide feedback, reinforce skill development, and ensure students demonstrate the knowledge, skills, and clinical judgment necessary for safe and effective practice.

The School of Nursing also continues to prioritize compliance with Universal Design for Learning principles. In alignment with upcoming federal guidelines, faculty are working, with support from Instructional Design & Delivery, to enhance course accessibility and support student learning needs. Nursing faculty remain committed to providing the resources necessary for students to achieve their goals. Enhancing accessibility through intentional course design ensures that all nursing students are supported with effective strategies to meet diverse learning needs and successfully achieve course outcomes.

If there are any questions, feedback, or recommendations regarding SU's School of Nursing undergraduate programs, please reach out to me: ajwilley@salisbury.edu

GREETINGS FROM THE GRADUATE PROGRAM DIRECTOR

Annette Barnes, D.N.P., CRNP, FNP-BC, CNE



Dr. Annette Barnes

Reflecting on 2025, the Graduate Nursing Program continues to thrive with its master's and doctoral degree concentrations in healthcare leadership, nursing education, and advanced practice. Grounded in clinical excellence and life-long learning, faculty have guided students in innovative projects, practica, and internships designed to build competencies and to improve healthcare delivery, access to care, and health outcomes. Applying evidence-based practice

and quality improvement processes, graduate-prepared nurses have demonstrated creativity and leadership in a variety of settings, including acute care, primary care, specialty practice, community organizations, and schools/colleges/universities.

Current students and alumni have presented at local, regional, and national conferences, published in peer-reviewed journals,

and implemented system-wide changes that focus on nursing and interprofessional collaboration. Their efforts demonstrate advanced nursing expertise and a deep commitment to advocacy, health equity, and mentoring the next generation of nurses. We also are proud to celebrate the accomplishments of graduates who have expanded or entered influential roles as healthcare leaders, nurse educators, and Family Nurse Practitioners across the region.

Looking ahead, the Graduate Nursing Program remains dedicated to fostering innovation, resilience, and connection within our alumni network. We invite you to stay engaged – share your milestones, precept students, and collaborate on projects and internships. Together, we will continue to shape the future of nursing practice and strengthen the communities we serve. For questions or more information regarding the School of Nursing's Graduate Programs, contact me at ahbarnes@salisbury.edu or 410-546-4380.

EXPLORE OUR GRADUATE NURSING PROGRAMS

Our graduate programs are 100% online and currently accepting applications! Visit us online for more information on our online graduate programs:



Or contact us directly:

Dr. Annette Barnes, Graduate Program Director: ahbarnes@salisbury.edu
Laurie Bishop, Administrative Assistant: labishop@salisbury.edu

SU SON LEADS THE WAY WITH GRANT SUCCESSES

Faculty Academy and Mentorship Initiative of Maryland (FAMI-MD)

The focus of this grant, awarded initially in 2012, is to address the nurse educator shortage. With the award of a continuation grant in 2025, FAMI-MD is undertaking a comprehensive review and enhancement of both the Introductory and Advanced Academies. Notable achievements include:

- ❑ More than 700 graduates successfully completing the program
- ❑ 50% of participants representing diverse backgrounds
- ❑ 70% of graduates have filled teaching roles, supporting every nursing program in Maryland

The Introductory and Advanced Academies are offered year-round and delivered fully online. Participants who complete an Academy earn 40 contact hours and receive a generous stipend and/or educational credit. To learn more about how FAMI prepares nurse clinicians for roles as nursing faculty, email FAMI@salisbury.edu or visit: salisbury.edu/nursing/academy

RN-M.S.N. Planning Grant

This initiative is designed to prepare associate-degree registered nurses (RNs) for advanced professional roles. In 2025, the grant team developed a comprehensive three-year curriculum plan that is currently under review. Through online and hybrid course offerings, RNs would have the opportunity to earn both a bachelor's and master's degree with a dual focus in nursing education/healthcare leadership or advanced practice. Dr. Nicole Hall, RN-M.S.N. coordinator, continues to collaborate closely with the Academic Affairs Office and external partners to establish a streamlined "pathway" that accelerates entry and supports completion of required credits for both degrees. Options for traditional and second-degree bachelor's student entry will also be evaluated. Sincere appreciation is extended to Drs. Helena Jenkins, Pamela McGee, Mia Waldron, and Rachel Weber for their ongoing contributions, which go beyond typical faculty responsibilities. We also recognize Drs. Debra Webster, Amanda Willey, and Kayna Freda for their consultation in support of this important work.

Cohen Scholars Grant

Directed by Dr. Jennifer Hart, this grant is dedicated to addressing the critical need to expand nursing faculty across colleges and universities in the State of Maryland. This initiative provides full tuition and fee support to scholars who commit to serving in nursing faculty roles upon graduation, thereby strengthening nursing education programs statewide.

We are pleased to share that continuation of funding has been approved, allowing the grant to remain in place and continue supporting scholars as they complete their programs of study and transition into faculty positions.

LeadNursingForward.org

This grant-funded project launched in 2019 features visual media and job/event postings to promote careers in nursing education in both academic and practice settings in Maryland. Dr. Kayna Freda, Dr. Lisa Seldomridge, and Abigail Johnson continue their work with the Eastern Shore Regional GIS Collaborative to expand features on the site and keep content updated. The site has expanded to include content on nurse and nurse educator retention efforts across the state, in collaboration with Maryland Hospital Association, Maryland Nursing Workforce Center, Maryland Nurse Residency Collaborative and SU's Eastern Shore Regional GIS Collaborative. Since its launch, the website has had 68,434 site visitors and 234,212 total page views. The searchable career portal has 993 registered users and showcases 76 different Maryland organizations, including hospitals and nursing education programs. The Trending Now blog features stories on Maryland nurses. We would love to highlight what you are doing!

Contact us: leadnursingforward@gmail.com

Fast-Track to a B.S.N.

This grant initiative continues to focus on the School of Nursing expanding enrollments in the traditional and accelerated second degree programs by 35% by 2026. It also supports the development of a 12-month accelerated second B.S.N. curricular option that graduated its first class of in August 2023. With the 12-month program ending in August 2025, we continue to offer the 16-month accelerated program with increased student enrollments. The grant team, led by Dr. Debra Webster, has expanded the use of simulations, made curricular modifications, and continued to recruit new students. For more information about SU's accelerated B.S.N. program, contact the second-degree coordinator, Dr. Tina Reid, at tpreid@salisbury.edu or administrative assistant Laurie Bishop at labishop@salisbury.edu.

Professional Development

This resource grant from the Maryland Higher Education Commission provides financial support for full-time faculty travel and conference participation. This award has allowed us to support faculty to attend conferences focused on gaining knowledge of the nurse educator role and to explore evidence-based practice in nursing specialty areas.

DID YOU KNOW?

You can make a gift directly to the School of Nursing. Gifts of any size are welcome and have a direct impact on our students. Your generous gifts are used to purchase skills equipment to enhance student learning in the lab and classrooms.

Please make checks payable to the SU Foundation, Inc. and write School of Nursing in the memo line.

Mail to:

SU Foundation, Inc.
PO Box 2655
Salisbury, MD 21802-2655

To make donations online, visit:

giving.salisbury.edu
and search for the School of Nursing

A copy of the current financial statement of the Salisbury University Foundation, Inc. is available by writing 1308 Camden Avenue, Salisbury MD 21801 or on its website, salisbury.edu/foundation. Documents and information submitted under the Maryland Solicitations Act are also available, for the cost of postage and copies, from the Maryland Secretary of State, State House, Annapolis MD 21401, 410-974-5534.

Thanks to those who supported the School of Nursing on SU's Giving Day 2026!

GLOBAL STUDENT EXPERIENCE 2026: SU GOES TO GHANA

Tina P. Brown Reid, Ed.D., RN



Dr. Tina Reid

In January, the Global/Public Health Study Abroad Team (a group of interdisciplinary students – nursing, social work, respiratory therapy, and public health) returned from a transformative trip to Ghana where the mission went well beyond the classroom. While we were there to learn about the country’s vibrant culture and history, we also set out to address a quiet but critical crisis: period poverty. This study abroad program bridges the gap by delivering essential hygiene products (often including reusable pads, soap, and educational materials) directly to students attending Archbishop Amissah Catholic Basic School, Okyeso, and CRAN Presby Basic School, Abakam. Beyond the physical supplies, the students provided health promotion educational sessions.

Students also had the opportunity of a lifetime to recognize firsthand the impact of social policy on the national and global community, while increasing their understanding of various social problems affecting various populations, and improving self-awareness in addressing personal biases and values in working with diverse populations. Throughout the program, students were immersed in this country’s culture through participation in lectures, impromptu language lessons, and group excursions to community-based organizations and local attractions throughout Ghana.

Students also had the opportunity to engage in discussions with professionals of various disciplines and partake in hands-on experiences in hospitals, clinics, community centers, and non-government organizations. In Ghana, healthcare professionals often operate in environments where high-tech equipment common in the West is not available. Students witnessed creativity and innovation firsthand, seeing how practitioners adapt to provide high-quality care. Students were able to recognize the impact of the providers and how resourceful and resilient they are.



Students did not just help, they connected. Beyond the clinical and social skills, it was the human connection that resonated most. Engaging in deep conversations about our heritage and theirs bridged the gap between two different worlds. We returned with more than just photos; we returned with a deeper understanding of how simple, community-led health interventions can dismantle lifelong barriers to success.

Check Out the Blog: sughanaexperience.wordpress.com



LUCY TULL DISTINGUISHED FACULTY AWARD WINNERS

Each spring, the School of Nursing recognizes the winners of the annual Lucy Tull Distinguished Faculty Award who are selected by faculty peers and announced at the nursing convocation ceremony held each May. In May 2025, Molly Dale and Tina Reid were recognized for their commitment to excellence in nursing education and enhancements to health care in the region.

MASON HIGH-RISK INFANT CARE UNIT AT THE SIM CENTER

Kevin Glover, M.Ed., M.Sc., Ph.D., CHSE®



Dr. Kevin Glover

The Mason High-Risk Infant Care Unit at the Richard A. Henson Medical Simulation Center will officially launch in June 2026, marking a transformative step forward in nursing education at Salisbury University. Made possible through the generosity of Dr. James R. Mason, this initiative introduces two advanced infant simulators: a 27-week premature infant (“Paul”) and a full-term newborn (“Emma”). Together, they create powerful, hands-on learning experiences that

prepare students to deliver safe, confident care in high-risk clinical settings. These state-of-the-art simulators allow students to practice critical assessment skills with remarkable realism, including palpating peripheral pulses and assessing circulation via the umbilical cord.

They also produce authentic heart and lung sounds, addressing a long-standing challenge with older equipment that often limits students’ ability to recognize and interpret these vital cues. With these enhancements, students gain the confidence and clinical judgment needed to care for vulnerable newborns.

Equally important, Paul and Emma reflect the diversity of the patients our graduates will serve. When integrated with advanced equipment, such as the GE Panda Warmer and GE Giraffe Care Station, they create an immersive learning environment that strengthens both technical skills and cultural competence. This investment is more than an upgrade in technology – it is a commitment to the future of healthcare. With continued alumni support, Salisbury University can expand opportunities like this, ensuring that the next generation of nurses is exceptionally prepared to care for all patients from their very first breath.

FACULTY NEWS

PRESENTATIONS

- ❑ **Barnes, A. H., & Hall, N. J.** presented at the Maryland Action Coalition Leadership Summit, titled, *RN-MSN Program: Contemporary Curriculum to Prepare Registered Nurses (RN) for Advanced Roles in Diverse Settings* (virtual; June 9, 2025).
- ❑ **Cabrera, K., & Hammerer, K.** presented at the 15th Annual SU Teaching & Learning Conference, poster titled, *Promotion of Self-Care within Nursing Education, Salisbury, MD* (February 7, 2025).
- ❑ **Hall, N. J., Reid, T. P.** & Payne, B., Hauck, B., & Seldomridge, E. A., presented at the Annual Evidence-Based Practice and Quality Improvement Conference on the topic: *Preparing New Clinical Instructors in an Academy: Staying Current and Relevant*, sponsored by Lambda Eta & Tidal Health, Salisbury, MD (May 19, 2025).
- ❑ **Hammerer, K. & Weidel, J.** presented at the 15th Annual SU Teaching & Learning Conference, poster titled, *Pilot AFE Simulation for Undergraduate Students*. Salisbury, MD (February 7, 2025).
- ❑ Hauck, B., Payne, B., **Hall, N. J., Reid, T. P.**, Seldomridge, E. A. presented at the Association of SP Educators (ASPE) annual conference titled, *Keeping Your SPs Engaged - Involve Them in Case Development!* held in Montreal, Canada (June 3, 2025).
- ❑ Jarosinski, J. M., **Reid, T. P.**, Seldomridge, E. A., **Hall, N. J.**, Hauck, B., presented at Sigma Theta Tau International Biennium titled, *Reflecting and Aligning Values in an Online Clinical Educator Academy*, held in Indianapolis, IN (November 2025).
- ❑ **Reid, T. P.**, Jarosinski, J. M., **Hall, N. J.**, Seldomridge, E. A., Hauck, B., Payne presented on the topic, *Empowering Nurses as New Nurse Educators*, sponsored by the Maryland Nurse Association (October 16, 2025).
- ❑ **Reid, T. P.**, Seldomridge, E. A., **Hall, N. J.**, Hauck, B., Payne, B., presented at Sigma Theta Tau's 34th International Research Congress, titled, *An Effective Model to Address the Global Nurse Faculty Shortage: Ten-Year Outcomes*, held in Abu-Dhabi, United Arab Emirates (July 2025).
- ❑ Pelesky, L., & **Hall, N. J.** presented at the AWHONN National Convention titled, *Screening for Traumatic Birth Experiences*, held in Orlando, FL (June 24, 2025).
- ❑ Seldomridge, E. A., **Hall, N. J.**, Hauck, B., **Reid, T. P.**, Payne, B. presented at the Nursing Education Research Conference on the topic, *Preparing a Diverse Group of Facilitators for a Clinical Nurse Educator Training Program*, sponsored by the National League for Nursing, Washington, DC (March 2025).
- ❑ **Waldron, M.**, Giambra, B., Moore, E. et al. (2025). *Discharge Transition for Families of Children with Medical Complexity: A Qualitative Synthesis*, presented at the 17th International Family Nursing Conference held in Perth, Australia (June 2025).
- ❑ **Waldron, M.** *Infant Characteristics at NICU Discharge: Implications for Parental Transition to Home Readiness*, presented at the 17th International Family Nursing Conference held in Perth, Australia (June 2025).

PUBLICATIONS

- ❑ Moore, E., **Waldron, M.**, Acorda, D. et al. (2025). Supporting discharge preparation for children with medical complexity: A scoping review. *BMC Nursing*, 24, (1294). <https://doi.org/10.1186/s12912-025-03904-1>
- ❑ Patterson K., Mooney-Doyle, K., **Waldron, M.**, Knafl, K. (2025). Managing expectations: Understanding parents' perceptions of their child's serious illness. *Journal of Family Nursing*, 31(1), 1-14. <https://doi.org/10.1177/10748407241290305>

MAJOR AWARDS

- ❑ **Annette Barnes** was awarded the Academic Nurse Educator Certification (ANEC) award for NLN CNE® re-certification, awarded by Maryland Higher Education Commission Nurse Support II Program in April 2025.

NEW CERTIFICATIONS

- ❑ **Katie Hammerer** obtained the Certified Nurse Educator certification.
- ❑ **Mia Waldron** completed the Neonatal Resuscitation Advanced: NRP certification.

OTHER NEWS

- ❑ **Katelynn Cabrera** successfully defended her dissertation titled *Exploring Nursing Student Stress and Anxiety in Clinical Settings: A Qualitative Phenomenological Study* in May 2025 and graduated from Drexel University in June 2025 with her Ed.D. in educational leadership and management, with a concentration in nursing education. She also was appointed assistant professor in August 2025.
- ❑ **Mary DiBartolo** was invited to join the Alzheimer's and Dementia Care ECHO Program for health systems and medical professionals. This State of Maryland initiative sponsored by the Alzheimer's Association connects multidisciplinary dementia care experts with health care teams, offering free continuing education series of interactive, case-based video conferencing sessions to improve access to accurate diagnosis and healthcare outcomes while reducing geographic barriers and cost of care through a team-based approach. Dr. DiBartolo also is a member of the SU Faculty Learning Community team with the goal of creating an age-inclusive campus and growing gerontology at SU. Since its formation last fall, a gerontology minor has been recently approved and the team is now working on SU joining as a member of the Gerontological Society of America's Age-Friendly University Global Network.
- ❑ **Kristen Hammerer** successfully defended her dissertation titled, *Narrative Lessons from the COVID-19 Pandemic: Advancing Nursing Education and Practice Preparedness in Alignment with the AACN Essentials* in May 2025 and graduated from Drexel University in June 2025 with her Ed.D. in educational leadership and management, with a concentration in nursing education. She was appointed assistant professor in August 2025. She has also developed and received approval for a new nursing elective course, NURS 471: High-Risk Maternal-Newborn Nursing, which is on the schedule for spring 2027.
- ❑ **Brooke (Hallett '15) Mills** gave birth to a baby boy (William Eldon) on March 31, 2025. He joins big sister, Emory Elizabeth (3 years old).

SEND US YOUR NEWS!

We love hearing from our School of Nursing alumni.

We want to hear about any recent accomplishments for our next *Nursing Notes* newsletter. If you have recently completed a degree, received a new certification, promotion, award, positions, marriage, baby news, please send an email detailing your information along with your graduation year to bmmills@salisbury.edu. We look forward to celebrating your achievements! If you are on Facebook, look for our alumni group, Salisbury University Nursing Alumni, and request an invite to join us. We are over 930 members strong!

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